

## **REMARKS**

Please reconsider the application in view of the above amendments and the following remarks. The Applicant thanks the Examiner for carefully considering this application.

### **I. Disposition of Claims**

Claims 23-25, 27-31, and 33-36 were pending in this application. By way of this reply, claims 23-25, 27-31, and 33-36 have been canceled without prejudice or disclaimer and new claims 37-42 have been added. Claims 37, 39, 42 are independent. The remaining claims depend, directly or indirectly, from any one of claims 37 and 39. No new matter has been added and these claims are fully supported by the original specification.

### **II. Rejections under 35 U.S.C § 103**

Claims 23-25, 27-31, and 33-36 stand rejected under 35 U.S.C. §103(a) as being unpatentable by “Bechet, Thomas P; Walker, James W. *Aligning staffing with business strategy*. Human Resource Planning, v16n2, pp. 1-16, 1993” (hereinafter “Bechet et al.”). These claims have been canceled in this reply. Thus, this rejection is now moot. Accordingly, withdrawal of the rejection is respectfully requested.

#### **New Claims 37 and 38**

New claims 37 and 38 have been added in this reply to clarify the present invention recited. For the reasons set forth below, these claims are patentable over all cited prior art.

New independent claim 37 recites a method executed in a computer to form a development plan for an individual having, as a strong capability, a capability that is weak

within an organization. Specifically, the concept of the claimed invention based on the fact that an individual cannot always take an active part in any organization because it is said that the individual is buried in an aggregation of individuals, who have almost the similar capability. More specifically, the claimed invention involves finding the accumulated capability in the organization as an amount. This accumulated capability is an aggregation of the capabilities of a plurality of individuals calculated by totaling up the capability amount of the individuals for respective capability types. Then, a weak capability type in the organization is retrieved. That is, from the accumulated capability of the organization, the capability type that falls below a necessary capability amount in the organization is retrieved.

A development plan is formed so that the organization can develop a specific individual having, as a strong capability type, the weak capability type in the organization. In other words, the claimed invention provides a process to supplement the weak capability type in the organization with the strong capability type of the specific individual. In doing so, work performed employing the strong capability type of the specific individual improves the organization, and an opportunity to further develop the specific individual's strong capability type is given to the specific individual. To this end, the present invention provides a method to form a development plan in manner of quantitatively calculating the capability amounts for the respective individuals in the organization.

The Examiner asserts that Bechet et al. discloses calculating staffing gaps (i.e. shortages) and surpluses by comparing demand to supply in each category. The Examiner further asserts that Bechet et al. discloses identifying the staffing action (e.g., movement, hiring, recruitment) needed to close shortages and eliminate surpluses. In contrast, Bechet

et al. does not disclose or teach the invention of claim 37.

Bechet et al. does not disclose calculating a strong capability type of an individual and a weak capability type in an organization as recited in claim 37, let alone how to concretely calculate them. Bechet et al. merely discloses calculating staffing gaps by comparing demand to supply in each job category of a framework or a matrix. Further, Bechet et al. merely discloses that staffing actions, such as movement, hiring, or recruitment, can be discovered on an iterative, trial and error basis, and that a computer-based model may suggest recruitment needs and priorities based on analysis of the iterative effect of moves, promotions, and attrition. This means Bechet et al. does not suggest or teach a method of calculating the strong capability and the weak capability type as explicitly recited in claim 37.

In view of the above, Bechet et al. fails to show or suggest the present invention as now recited in new claims 37. Thus, the claim is patentable over Bechet et al. Dependent claim 38 is also patentable for at least the same reasons.

**New Claims 39-41**

New claims 39-41 have been added in this reply to clarify the present invention recited. For the reasons set forth below, these claims are patentable over all cited prior art.

New independent claim 39 recites a method executed in a computer to select an individual to be supplemented for an organization. As mentioned above, Bechet et al. does not disclose calculating a strong capability type of an individual and a weak capability type in an organization as recited in claim 38, let alone how to calculate them.

In view of the above, Bechet et al. fails to show or suggest the present invention as now recited in new claims 39. Thus, the claim is patentable over Bechet et al. Dependent

claims are also patentable for at least the same reasons.

**New Claim 42**

New claim 42 has been added in this reply to clarify the present invention recited. For the reasons set forth below, this claim is patentable over all cited prior art.

New independent claim 42 recites a method executed in a computer to select an individual to be moved from a first organization to a second organization. As mentioned above, Bechet et al. does not disclose calculating a strong capability type of an individual, and a weak capability type and a surplus capability type in an organization as recited in claim 42, let alone how to calculate them.

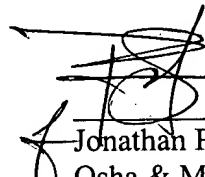
In view of the above, Bechet et al. fails to show or suggest the present invention as now recited in new claims 42. Thus, the claims are patentable over Bechet et al.

## Conclusion

Applicant believes this reply is fully responsive to all outstanding issues and places this application in condition for allowance. If this belief is incorrect, or other issues arise, the Examiner is encouraged to contact the undersigned or his associates at the telephone number listed below. Please apply any charges not covered, or any credits, to Deposit Account 50-0591 (Reference Number 15115.003001).

Respectfully submitted,

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